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## ABSTRACT

This report examines the extent of and reasons why teaching and nonteaching professionals in the Cook County suburban public schools have been released from their responsibilities for the 1976-77 school year. The report is based on a survey of every elementary and secondary school district in suburban Cook County requesting data on dismissal notices and nonrenewal of contracts of tenured and nontenured staff for the 1976-77 school year. Results of the survey indicate that reductions in staff are extensive in Cook County public schools due to declining enrollments, rising costs, and reduced school revenue. (Author)

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# RESEARCH REPORT

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## SCHOOL STAFF REDUCTIONS: TEACHING AND SUPPORT PERSONNEL

COOK COUNTY

SUBURBAN PUBLIC SCHOOL DISTRICTS

1976

#4000

## A SERVICE OF EDUCATIONAL SERVICE REGION OF COOK COUNTY

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# ABSTRACT

This report examines the extent of and reasons why teaching and non-teaching professionals in the Cook County suburban public schools have been released from their responsibilities for the 1976-77 school year.

The report is based on a survey of every elementary and secondary school district in suburban Cook County requesting data on dismissal notices and non-renewal of contracts of tenured and non-tenured staff for the 1976-77 school year.

Results of the survey indicate that reductions in staff are extensive in Cook County public schools due to declining enrollments, rising costs and reduced school revenue.

The report was completed for publication on July 1, 1976.



## ANALYSIS OF THE TOPIC

### A. Introduction

The statistics on staff reductions compiled in this report are an attempt to give the reader an overview of the nature and extent of school district staff reductions and the termination of particular student programs and services due, in part, to extensive decreases in enrollment, rising costs and reduced school revenue in the public schools of suburban Cook County.

The statistics in the report are a compilation of data provided by 108 elementary school districts, 25 high school districts and 1 unit district. Among the 143 school districts in suburban Cook County, 7 elementary and 2 high school districts did not respond to the survey.

In suburban Cook County there are 27 high school districts and one unit district and 115 elementary school districts. The 115 elementary school districts are comprised of 641 elementary and junior high schools with a 1975-76 student enrollment of 288,307. The 27 high school districts are comprised of 66 high school buildings with a student enrollment of 158,819. In the 1975-76 school terms, the total certified staff in all Cook County suburban schools was 27,234 which included 17,725 elementary and junior high school staff and 9,509 secondary school certified staff.

### B. Reductions in Force - Data Gathering

The actual data collection took place in June 1976. Each school district was contacted by letter in May 1976 requesting the cooperation of the District Superintendent. The survey which accompanied the letter was designed to obtain specific information that would provide an accurate summary of reductions in both

teacher and support personnel and cut-backs in programs planned by the Cook County suburban public schools for the 1976-77 school year. The requested information included data on tenured and non-tenured teachers relieved of duty due either to unsatisfactory performance or declining enrollments and cutbacks in services, data on decreases in specific categories of support personnel and curriculum cutbacks and additional information on the closing of school buildings or other facilities. (Appendix A)

In this report, responses to each question in the survey are given as frequencies in the data analysis. Certain areas showing significant statistical information will be singled out for verbal interpretation in the commentary. The findings of the survey are summarized in the following section of this report. Not included are the 13 elementary and 2 high school districts who either did not respond or who responded too late to be included in this report. Tabulations include a district by district comparison of data by geographical area and a compilation of information by suburban community.

#### C. Limitations of the Topic

An accurate compilation of all school districts is not possible since 15 school districts are not included in the report. An additional limitation lies in the administrative interpretation of the original survey. Since only specific categories of personnel were listed on the original survey form, some school districts did not include all requested information.

## DESCRIPTION AND INTERPRETATION OF THE DATA

### REDUCTION IN FORCE

#### Purpose of the Report

This report has been prepared to help school administrators and school board members measure the impact of decreasing enrollment and spiraling inflation on teacher personnel.

#### Declining School Enrollments - Nationally and Locally

Declining school enrollments are a serious problem locally and nationally. For almost three decades until 1970, enrollments in elementary and secondary schools increased to a national public school peak of 51 million students. But, at the same time, there was also the smallest number of births recorded since 1945.

According to the U. S. Department of Health, Education and Welfare, public school enrollment has fallen for the fourth consecutive year at the elementary level--a drop of 5.9% over the last four years nationally. The U. S. Office of Education projects a national enrollment decline of nearly 12 percent through 1986. It is anticipated that by 1980, the student population will be down from the 51.4 million peak to 47.6 million.

Declining enrollments is the most difficult problem now confronting school systems with accompanying financial problems of increased operating

expenditures because of inflation and less state aid because of enrollment declines. Decreases in state aid based on attendance come with declines in enrollment yet costs increase because of inflation despite the lower number of students enrolled in a school. The inevitable result is staff reduction, program cutback and the closing of neighborhood schools.

#### Local Enrollment Declines

In Illinois, after 27 consecutive years of enrollment increase, public schools reached a high enrollment of 2,373,659 during the 1971-72 school year, but decreased annually since then, and projected to decline approximately 20% by the mid-1980's.

In Cook County for the eight year period of 1966-67 to 1974-75, 62 elementary districts (53.91%) showed enrollment loss. The geographical area with the largest decline in student population was the West suburban area with a 6.09% decrease in elementary enrollment.

The school districts with the greatest enrollment decline over the 8-year period were:

Skokie District 73½	42.02% decrease
Morton Grove District 70	36.79% decrease
South Holland 151*	35.08% decrease
Thornton District 154	35.84% decrease

A factor in enrollment decline is migration patterns. The movement of commercial and industrial firms to outlying areas has instigated residential change away from the city and older suburbs. Only newly developed suburbs like Wheeling, Northbrook, Palos Hills and Schaumburg are experiencing enrollment increases.

\* Impact of court-ordered desegregation

## STATISTICAL SUMMARY

### Total Teachers Dismissed

Elementary school districts in suburban Cook County are cutting back 963 teachers and high school districts are cutting back 215 teachers for the 1976-77 school year. These statistics break down as follows:

NON-TENURED TEACHERS HONORABLY DISMISSED	A total of 838 full-time non-tenured teachers were honorably dismissed from 58 elementary school districts because of enrollment declines and program cutbacks. 193 full-time non-tenured teachers were honorably dismissed from 16 high school districts because of enrollment declines and program cutbacks. (See page 8)
NON-TENURED TEACHERS DISMISSED FOR UNSATISFACTORY PERFORMANCE	A total of 33 full-time non-tenured teachers were released from 19 elementary school districts for unsatisfactory performance. Nine full-time non-tenured teachers were released from six high school districts for unsatisfactory performance.
TENURED TEACHERS HONORABLY DISMISSED	A total of 68 full-time tenured teachers were dismissed from 17 elementary school districts and 10 full-time tenured teachers were dismissed from five high school districts because of decreasing enrollment and program cutbacks. (See page 9)
TENURED TEACHERS DISMISSED FOR UNSATISFACTORY PERFORMANCE	A total of 5 full-time tenured teachers in three elementary districts and 2 full-time tenured teachers in one high school district were released for reasons of unsatisfactory performance.

SCHOOL  
BUILDINGS  
CLOSED

Fourteen elementary school attendance centers will be closed and two sections of two high schools in one district will be closed because of enrollment declines, reduction in revenues for the schools and increased costs. (See page 11)

PART-TIME  
TEACHERS  
DISMISSED

15.6 part-time non-tenured teachers were honorably dismissed from 58 elementary school districts and 1.3 part-time non-tenured teachers and two part-time tenured teachers were honorable dismissed from high school districts because of enrollment declines and program cutbacks.

SUPPORT  
PERSONNEL

Several important areas of support services in the schools such as guidance and counseling and staff such as nurses, social workers and psychologists will be cut because of enrollment declines and program cutbacks. (See page 9)

PROGRAM  
CUTBACKS

Specific program areas such as physical education, home economics and industrial arts, music, art and kindergarten will suffer cutbacks because of staff reductions. (See page 10)



## TEACHER TENURE STATUTES

Article 24-10 through 24-15 of the Illinois School Code deals with the removal of tenured teachers under specific circumstances (See Appendix B).

In all cases where teachers are dismissed because of staff and program cutbacks, non-tenured teachers are to be removed first. Where tenured teachers are dismissed, if, within one calendar year, the positions open up, the tenured teachers who are dismissed shall be offered the position if they are properly qualified.

Article 24-11 of the Illinois School Code defines a tenured teacher as

"Any teacher who has been employed in any district as a full-time teacher for a probationary period of 2 consecutive school terms shall enter upon contractual continued service unless given written notice of dismissal stating the specific reason therefor, by registered mail by the employing board at least 60 days before the end of such period."

There is now pending legislation to mandate seniority ranking for school personnel.

## STATISTICAL ANALYSIS

### Dismissal Notices

Among the school districts responding to the survey (68 of the 102 elementary districts and 19 of the 25 high school districts responded that they had notified tenured and/or non-tenured teachers that they would not be employed for the 1976-77 school term. Only 40 elementary districts and six high school districts did not send letters of dismissal notifying staff members. Notices of dismissal to teachers is prompted by state laws and/or teacher contract provisions that require advance notice of possible layoffs. Often, teachers are later rehired before the start of the school, but lose opportunity to gain tenure. (See Appendix B for Illinois School Code, Article 24-12).

	Elementary	Secondary
Dismissal Notices Sent	68	19
Dismissal Notices Not Sent	40	6

### Reductions in Non-Tenured Staff

Among the 19 elementary school districts responding to this section of the survey, 33 full-time and .5 part-time non-tenured teachers will be released because of unsatisfactory performance. Among the 6 (six) high school districts who relieved non-tenured teachers of their duties due to unsatisfactory performance, 9 full-time non-tenured teachers will be released.

Fifty-eight (58) elementary school districts relieved 839 full-time and 15.6 part-time non-tenured teachers of their duties because of cutbacks in programs and services due to enrollment declines and financial difficulties. 16 high school districts relieved 193 full-time and 1.3 part-time non-tenured teachers of their duties due to enrollment related cutbacks.

Non-Tenured Staff	Elementary Districts	Secondary Districts
Released due to unsatisfactory performance	33 full time .5 part time	9 full time
Released due to enrollment declines and program cutbacks	839 full time 15.6 part time	193 full time 1.3 part time

### Reductions in Tenured Staff

Of the tenured teachers who were dismissed because of unsatisfactory performance, three elementary districts relieved 5 full-time tenured teachers, and one high school district relieved two full-time tenured teachers of their responsibilities.

More significantly, 17 elementary school districts dismissed 68 full-time and 2 part-time tenured teachers due to cutbacks forced by enrollment declines and fewer dollars available. Five high school districts dismissed 10 full-time tenured teachers due to decreasing enrollment and program cutbacks.

Tenured Staff	Elementary Districts	Secondary Districts
Released due to unsatisfactory performance	5 full time	2 full time
Released due to enrollment declines, program cuts	68 full time 2 part time	10 full time

### Support Personnel Reductions

A number of support personnel will also be dismissed or transferred to other duties due to staff reductions due to declining enrollments, high costs and fewer dollars available:

Elementary School Districts	Number of Districts Responding	Full Time	Part Time
Nurses	9	14	2
Guidance Counselors	4	6	-
Social Workers	8	9	1
Psychologists	8	4	1.7

High School Districts	Number of Districts Responding	Full Time	Part Time
Nurses	1	1	-
Guidance Counselors	5	9	-
Social Workers	1	1	1

Among administrative staff, 33 full-time and 1 part-time administrators will be relieved of their administrative duties in 21 elementary school districts. In high school administration, 18 full-time administrators will be cut from 21 high school districts.

### Program Cutbacks

In specific elementary program areas such as physical education, home economics and industrial arts, music and art, staff cuts will be made as follows:

Elementary School Districts	Number of Districts Responding	Full-Time Positions	Part-Time Positions
Physical Education	24	41	3.4
Home Economics-Industrial Arts	13	20	1.5
Music	23	24	2.3
Art	27	21	6.4
Kindergarten	26	26	5.5

In specific high school program areas such as physical education, home economics and industrial arts, music and art, staff cuts will be made as follows:

High School Districts	Number of Districts Responding	Full-Time Positions	Part-Time Positions
Physical Education	8	10	1
Home Economics-Industrial Arts	12	9	2
Music	22	5	.7
Art	26	5	1.3

### Closings of Schools

The following school facilities will be closed because of enrollment declines, costs increases and the financial crunch:

District Number	Location	School Name
15	Palatine	Cardinal Drive School (Thomas Jefferson School opens)
25	Arlington Heights	North School
26	Mount Prospect	Park View School
35	Glencoe	West School
65	Evanston	College Hill School Miller School Noyes School
68	Skokie	Sharp Corner School
87	Proviso	Field School Franklin School
135	Orland Park	Orland Center (opening two new buildings: Liberty and Prairie Schools)
143 1/2	Posen-Robbins	Lemon School
163	Park Forest	Wildwood School
202	Evanston	2 sections of 2 schools

The school district with the largest number of teacher dismissals is elementary school district 15 in Palatine. This school district has reported that of 20 attendance centers, 88 of its 616 certified staff persons will be dismissed and one facility, the Cardinal School, will be closed.

#### Staff Reductions by Suburban Area

The communities with the greatest number of staff reductions are the following:

Suburb	Number of Schools & School Districts	Reductions in Tenured Teachers	Reductions in Non-Tenured Teachers
Arlington Heights	4 school districts 56 elem. schools 8 high schools		161 full time
Des Plaines	4 school districts 52 elem. schools 4 high schools	8 full-time	103 full-time
Skokie	7 school districts 36 elem. schools 4 high schools	8 full-time 1 part-time	136 full-time 9 part-time
Mount Prospect	5 school districts 51 elem. schools 8 high schools	3 full-time	141 full-time
Niles *	3 school districts 24 elem. schools	5 full-time .5 part-time	74 full-time
Glenview	5 school districts 20 elem. schools 2 high schools	7 full-time .5 part-time	66 full-time .5 part-time

\* District 219 schools are included in Skokie



Total Staff Reductions by Area

Elementary School Districts	North/North-West Area	South Area	West Area	Southwest Area
<u>Non-Tenured Teachers Dismissed</u>				
Unsatisfactory Performance	10 full-time .5 part-time	9 full-time	9 full-time	3 full-time
Enrollment Declines and Program Cutbacks	575 full-time 13.3 part-time	91 full-time 2.3 part-time	98 full-time	75 full-time
<u>Tenured Teachers Dismissed</u>				
Unsatisfactory Performance	3 full-time	--	--	--
Enrollment Declines and Program Cutbacks	29 full-time 2 part-time	6 full-time	20 full-time	4 full-time

High School Districts	North/North-West Area	South Area	West Area	Southwest Area
<u>Non-Tenured Teachers Dismissed</u>				
Unsatisfactory Performance	--	--	6 full-time	3 full-time
Enrollment Declines and Program Cutbacks	78 full-time	48 full-time	36 full-time 1.3 part-time	31 full-time
<u>Tenured Teachers Dismissed</u>				
Unsatisfactory Performance	2 full-time	--	--	--
Enrollment Declines and Program Cutbacks	--	1 full-time	--	9 full-time

NORTH/NORTHWEST ELEMENTARY  
DISTRICT

15 21 23 25 26 27 28 29 30 31

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

YES YES YES YES YES YES NO YES

How many non-ten.  
teachers relieved of  
duty due to:

Unsatisfactory perform. 1 1 0 0 0 0 0 0 0

Cutbacks in services,  
enrollment, etc.

86 60 3 61 30 1 0 0

How many tenured  
teachers relieved of  
duty due to:

Unsatisfactory perform. 1 0 0 0 0 0 0 0 0

Cutbacks in services,  
enrollment, etc.

0 0 0 0 3 3 0 0

Will there be cutbacks in  
1976-77 in the following  
areas?

Nurses	NO	1	NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	5	3	2	NO	2/5	NO	NO
Guid. Counselors	1	1	0	4	NO	NO	NO	NO
Social Workers	NO	NO	0	NO	NO	NO	NO	NO
Psychologists	NO	NO	0	1	NO	NO	NO	NO
Home Ec. & Ind. Arts	1/2	2	0	2	NO	NO	NO	NO
Kindergarten	NO	2 1/2	0	3	1	NO	NO	NO
Music	2	1 1/2	0	2	NO	1	NO	NO
Art	2	1	0	1	NO	2/5	NO	NO
Administrators	1	6	0	2	1	NO	NO	NO
Other	0	0	1	0	0	0	0	0

What buildings or other  
facilities does your  
dist. plan to close down  
prior to start of 1976-77  
school term?

Cardinal NONE NONE North School Park View NONE NONE NONE

NORTH/NORTHWEST DISTRICT	34	35	36	37	38	39	54	57	59	62
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	1	.5	7	0	0	0	0	0	0	0
Cutbacks in services, enrollment, etc.	4 1/2	2.8	0	17	1	59	19	11	25	3 *
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	0	0	0	0	0	0	0
Cutbacks in services, enrollment, etc.	0	.5	1	2	0	1	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO
P.E. Teachers	NO	.5	NO	7	NO	6.5	YES	NO	1	1
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	2.0	YES	NO	NO	1
Psychologists	NO	.5	NO	NO	NO	NO	YES	NO	1	NO
Home Ec. & Ind. Arts	2	NO	1	NO	NO	NO	NO	NO	1	NO
Kindergarten	NO	.5	1	1/2	NO	3.0	NO	1	5 1/2	1
Music	NO	NO	NO	NO	NO	1.5	YES	NO	2	1
Art	NO	.4	NO	NO	NO	2.5	NO	1	NO	NO
Administrators	NO	NO	NO	1	NO	2.5	NO	NO	1	NO
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	West School	NONE	NONE	NONE	NONE	NONE	NONE	NONE	*Subject change

## NORTH/NORTHWEST ELEMENTARY

DISTRICT	63	64	65	67	68	69	70	71	72	73
----------	----	----	----	----	----	----	----	----	----	----

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	YES
-----	-----	-----	-----	-----	-----	-----	----	----	----	-----

How many non-ten.  
teachers relieved of  
duty due to:

Unsatisfactory perform.	0	0	2	0	0	0	0	0	0	0
-------------------------	---	---	---	---	---	---	---	---	---	---

Cutbacks in services,  
enrollment, etc.

45	29	94	7	3ft 9pt	9	0	0	0	2
----	----	----	---	------------	---	---	---	---	---

How many tenured  
teachers relieved of  
duty due to:

Unsatisfactory perform.	0	0	1	1	0	0	0	0	0
-------------------------	---	---	---	---	---	---	---	---	---

Cutbacks in services,  
enrollment, etc.

5.5	0	0	9	1ft 1 to pt	7	0	0	0	0
-----	---	---	---	----------------	---	---	---	---	---

Will there be cutbacks in  
1976-77 in the following  
areas?

Nurses	5.5	NO	3.5	1/2	NO	NO	NO	NO	NO	NO
P.E. Teachers	2	1	3	1/2	.5	1	NO	NO	NO	NO
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	3	NO	NO	NO	NO	NO	NO	NO	NO	NO
Psychologists	NO	NO	NO	NO	.2	NO	NO	NO	NO	NO
Home Ec. & Ind. Arts	3	NO	NO	1	1	NO	NO	NO	NO	NO
Kindergarten	NO	1	NO	1/2	NO	NO	NO	NO	NO	NO
Music	2	1	1	1	3/4	.5	NO	NO	NO	NO
Art	2	1	1	1	1/2	.5	NO	NO	1/4	NO
Administrators	NO	NO	4	5	2	1	NO	NO	1	NO
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO

What buildings or other  
facilities does your  
dist. plan to close down  
prior to start of 1976-77  
school term?

NONE	NONE	College Hill Miller Noyes	NONE	Sharp Corner	NONE	NONE	NONE	NONE	NONE
------	------	---------------------------------	------	-----------------	------	------	------	------	------

## NORTH/NORTHWEST AREA

DISTRICTS	73 1/2	74 H.S.	202	203	207	211	214	219	225
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	YES	YES			YES	YES	YES	NO
How many non-ten. teachers relieved of duty due to:									
Unsatisfactory perform.	0	0	0			0	0	0	0
Cutbacks in services, enrollment, etc.	3	3 pt 1 ft	36			2	15	25	0
How many tenured teachers relieved of duty due to:									
Unsatisfactory perform.	0	0	0			0	0	2	0
Cutbacks in services, enrollment, etc.	0	0	6			0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?									
Nurses	NO	1/2	NO			NO	NO	NO	NO
P.E. Teachers	NO	NO	3.0			NO	NO	1.5	NO
Guld. Counselors	NO	NO	3			NO	NO	NO	NO
Social Workers	NO	NO	1			NO	NO	NO	NO
Psychologists	NO	NO	NO			NO	NO	NO	NO
Home Ec. & Ind. Arts	NO	NO	2.2			NO	NO	2	NO
Kindergarten	NO	NO	N/A			NO	NO	N/A	NO
Music	NO	NO	YES			NO	NO	NO	NO
Art	NO	NO	1.6			NO	NO	2	NO
Administrators	NO	NO	8			NO	NO	NO	NO
Other	NO	NO	NO			NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE			NONE	NONE	NONE	NONE

WEST ELEMENTARY  
DISTRICT

	78	79	80	81	83	84	84 1/2	85 1/2	86	87
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	NO	YES	YES	YES	NO	YES		NO	NO	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	3	0	0		0	0	0
Cutbacks in services, enrollment, etc.	0	1	3	0	0	2		0	0	18
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	0	0	0		0	0	0
Cutbacks in services, enrollment, etc.	0	1	0	0	0	0		0	0	19
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	1		NO	NO	2
P.E. Teachers	NO	NO	NO	NO	NO	NO		NO	NO	2
Guid. Counselors	NO	NO	NO	NO	NO	NO		NO	NO	NO
Social Workers	NO	1	NO	NO	NO	NO		NO	NO	2
Psychologists	NO	NO	NO	NO	NO	NO		NO	NO	NO
Home Ec. & Ind. Arts	NO	NO	NO	NO	NO	NO		NO	NO	2
Kindergarten	NO	NO	NO	NO	NO	NO		NO	NO	1
Music	NO	NO	NO	NO	NO	1		NO	NO	3
Art	NO	NO	NO	NO	NO	NO		NO	NO	1
Administrators	NO	1	NO	NO	NO	NO		NO	NO	NO
Other	NO	NO	NO	NO	NO	NO		NO	NO	NO

What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?

NONE

NONE

NONE

NONE

NONE

NONE

NONE

Field  
Franklin



WEST ELEMENTARY  
DISTRICT

88 89 90 91 92 92 1/2 93 94 95 96

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

YES NO NO NO YES YES YES YES NO

How many non-ten.  
teachers relieved of  
duty due to:

Unsatisfactory perform. 2 0 0 0 0 1 0 0 0

Cutbacks in services,  
enrollment, etc. 0 0 0 0 2 0 1 3 0

How many tenured  
teachers relieved of  
duty due to:

Unsatisfactory perform. 0 0 0 0 0 0 0 0 0

Cutbacks in services,  
enrollment, etc. 0 0 0 0 0 0 0 0 0

Will there be cutbacks in  
1976-77 in the following  
areas?

Nurses	NO	N/A	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	NO	NO	NO	NO	NO	NO	NO	NO
Guid. Counselors	NO	N/A	NO	NO	NO	NO	NO	NO	NO
Social Workers	NO	N/A	NO	NO	NO	NO	NO	NO	NO
Psychologists	NO	N/A	NO	NO	NO	NO	NO	NO	NO
Home Ec. & Ind. Arts	NO	NO	NO	NO	NO	NO	NO	NO	NO
Kindergarten	NO	NO	NO	NO	NO	NO	NO	1	NO
Music	NO	NO	NO	NO	NO	NO	NO	NO	NO
Art	NO	NO	NO	NO	NO	NO	NO	NO	1/2
Administrators	1	NO	NO	NO	NO	NO	NO	NO	NO
Other	NO	NO	NO	NO	NO	1	NO	NO	NO

What buildings or other  
facilities does your  
dist. plan to close down  
prior to start of 1976-77  
school term?

NONE NONE NONE NONE NONE NONE NONE NONE

WEST ELEMENTARY  
DISTRICT

97 98 99 100 101 102 103 105 106 107

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

YES NO YES YES YES YES NO NO YES YES

How many non-ten.  
teachers relieved of  
duty due to:

Unsatisfactory perform. 0 0 2 0 0 0 N/A 0 0 1

Cutbacks in services,  
enrollment, etc. 7 0 19 3 21 17 N/A 0 1 0

How many tenured  
teachers relieved of  
duty due to:

Unsatisfactory perform. 0 0 0 0 0 0 N/A 0 0 0

Cutbacks in services,  
enrollment, etc. 0 0 0 0 0 0 N/A 0 0 0

Will there be cutbacks in  
1976-77 in the following  
areas?

	97	98	99	100	101	102	103	105	106	107
Nurses	NO	NO	NO	NO	NO	NO		NO	NO	NO
P.E. Teachers	NO	NO	1	NO	NO	2.0		NO	NO	NO
Guid. Counselors	NO	NO	NO	NO	NO	N/A		NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	NO		1	NO	NO
Psychologists	NO	NO	NO	NO	NO	.5		NO	NO	NO
Home Ec. & Ind. Arts	3	NO	2	NO	NO	NO		NO	NO	NO
Kindergarten	NO	NO	NO	NO	NO	.5		NO	NO	NO
Music	NO	NO	NO	NO	.3	1.0		NO	NO	NO
Art	1	NO	1	NO	.3	1.0		NO	NO	NO
Administrators	NO	NO	NO	NO	NO	3.0		NO	NO	NO
Other	NO	NO	NO	NO	NO	NO		NO	NO	NO

What buildings or other  
facilities does your  
dist. plan to close down  
prior to start of 1976-77  
school term?

NONE NONE NONE NONE NONE NONE NONE NONE NONE

## WEST HIGH SCHOOL

## DISTRICT

200

201

204

208

209

212

234

401

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

NO

YES

YES

YES

YES

YES

YES

How many non-ten.  
teachers relieved of  
duty due to:

Unsatisfactory perform.

0

0

1

1

1

0

3

Cutbacks in services,  
enrollment, etc.

0

22

3.4

0

3 9/10

8

0

How many tenured  
teachers relieved of  
duty due to:

Unsatisfactory perform.

0

0

0

0

0

0

0

Cutbacks in services,  
enrollment, etc.

0

0

0

0

0

0

0

Will there be cutbacks in  
1976-77 in the following  
areas?

Nurses

NO

NO

NO

NO

NO

NO

NO

P.E. Teachers

NO

1

1

NO

1

1

NO

Guid. Counselors

NO

NO

2

NO

NO

1

NO

Social Workers

NO

NO

NO

NO

NO

NO

NO

Psychologists

NO

NO

NO

NO

NO

NO

NO

Home Ec. &amp; Ind. Arts

NO

NO

1

NO

1

1

NO

Kindergarten

NO

NO

NO

NO

NO

NO

NO

Music

NO

1

NO

NO

2/10

1

NO

Art

NO

NO

1

NO

1 7/10

NO

NO

Administrators

NO

NO

NO

NO

NO

NO

NO

Other

NO

NO

NO

NO

NO

NO

NO

What buildings or other  
facilities does your  
dist. plan to close down  
prior to start of 1976-77  
school term?

NONE

NONE

NONE

NONE

NONE

NONE

SOUTHWEST ELEM.  
DISTRICT

104

108

109

110

111

113

117

118

122

123

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

NO

YES

YES

NO

YES

YES

NO

YES

YES

YES

How many non-tenured  
teachers relieved  
of duty due to:

Unsatisfactory  
performance

0

0

0

0

0

0

0

1

1

0

Cutbacks in ser-  
vices, enrollment:

0

0

5

0

5

9

0

7

7

12

How many tenured  
teachers relieved  
of duty due to:

Unsatisfactory  
performance

0

0

0

0

0

0

0

0

0

0

Cutbacks in ser-  
vices, enrollment:

0

1

0

0

1

2

0

0

0

0

Will there be cutbacks  
in 1976-77 in the  
following areas?

Nurses

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

P.E. Teachers

NO

NO

NO

NO

NO

1

NO

NO

NO

NO

Guid. Counselors

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

Social Workers

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

Psychologists

NO

NO

NO

NO

1

1

NO

NO

NO

NO

Home Ec &amp; Ind. Arts

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

Kindergarten

NO

NO

NO

NO

NO

1

NO

1

1

NO

Music

NO

NO

NO

NO

1

2

NO

NO

NO

NO

Art

NO

NO

NO

NO

1

1

NO

NO

NO

1

Administrators

NO

NO

NO

NO

1

1

NO

NO

NO

NO

Other

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

What buildings or other  
facilities does your  
dist. plan to close  
down prior to start of  
1976-77 school term?

NONE

NONE

NONE

NONE

NONE

possibly  
Oakwood

NONE

NONE

NONE

NONE

SOUTHWEST ELEMENTARY  
DISTRICT

124

125

126

127

127½

128

130

132

135

140

Has your dist. notified  
any tenured or non-ten.  
teachers that they will  
not be employed for  
1976-77?

NO

YES

NO

YES

YES

NO

NO

NO

NO

How many non-tenured  
teachers relieved of  
duty due to:

Unsatisfactory  
performance

0

0

0

0

1

0

5

0

0

Cutbacks in ser-  
vices, enrollment

0

10

0

17

3

0

0

0

0

How many tenured  
teachers relieved  
of duty due to:

Unsatisfactory  
performance

0

0

0

0

0

0

0

0

0

Cutbacks in ser-  
vices, enrollment

0

0

0

0

0

0

0

0

0

Will there be cutbacks  
in 1976-77 in the  
following areas?

Nurses

NO

NO

NO

NO

NO

NO

NO

NO

NO

P.E. Teachers

NO

NO

NO

1

1

NO

NO

NO

NO

Guid. Counselors

NO

NO

NO

NO

NO

NO

NO

NO

NO

Social Workers

NO

½

NO

NO

NO

NO

NO

NO

NO

Psychologists

NO

½

NO

NO

NO

NO

NO

YES

NO

Home Ec &amp; Ind Arts

NO

NO

NO

NO

NO

NO

NO

NO

NO

Kindergarten

NO

NO

½

½

NO

NO

NO

NO

NO

Music

NO

NO

½

1

NO

NO

NO

YES

NO

Art

NO

1

NO

NO

NO

NO

NO

NO

NO

Administrators

1

NO

NO

NO

NO

NO

NO

NO

NO

Other

NO

NO

NO

NO

NO

NO

NO

NO

NO

What buildings or other  
facilities does your  
dist. plan to close  
down prior to start of  
1976-77 school term?

NONE

NONE

NONE

NONE

NONE

NONE

NONE

Orland  
Center.  
2 new bldgs  
to open:  
Liberty Schl  
Prairie Schl

NONE

## SOUTHWEST

## AREA HIGH

## SCHOOL DIST.

210

217

218

220

229

230

231

## DISTRICT

Has your dist. notified  
any tenured or non-ten  
teachers that they  
will not be employed  
for 1976-77?

NO

YES

YES

YES

YES

NO

YES

How many non-tenured  
teachers relieved of  
duty due to:

Unsatisfactory  
performance

0

0

2

0

1

0

0

Cutbacks in ser-  
vices, enrollment

0

3

14

0

0

10

How many tenured teachers  
relieved of duty due to:

Unsatisfactory  
performance

0

0

0

0

0

0

0

Cutbacks in services  
enrollment declines

0

0

3

1

0

0

5

Will there be cutbacks  
in 1976-77 in the  
following areas:

Nurses

NO

NO

1

NO

NO

NO

NO

P.E. Teachers

NO

NO

NO

NO

NO

NO

1

Guid. Counselors

NO

NO

NO

NO

NO

NO

2/5

Social Workers

NO

NO

NO

NO

NO

NO

NO

Psychologists

NO

NO

NO

NO

NO

NO

NO

Home Ec and Ind Arts

NO

NO

NO

NO

NO

NO

NO

Kindergarten

NO

NO

NO

NO

NO

NO

NO

Music

NO

NO

4

NO

NO

NO

NO

Art

NO

NO

NO

NO

NO

NO

NO

Administrators

NO

NO

NO

1

NO

NO

1

Other

NO

NO

NO

NO

NO

NO

NO

What buildings or other  
facilities does your  
dist. plan to close  
down prior to start of  
1976-66 school term?

NONE

NONE

NONE

NONE

NONE

NONE

NONE



SOUTH ELEMENTARY  
DISTRICT

133      142      143      143½      144      145      146      147      148      149

Has your dist. notified  
any tenured or non-ten.  
teachers that they  
will not be employed  
for 1976-77?

NO      YES      NO      NO      YES      YES      NO      NO      YES

How many non-tenured  
teachers relieved of  
duty due to:

Unsatisfactory  
performance

0      0      1      0      2      0      0      0      2

Cutbacks in ser-  
vices, enrollment

0      4      0      0      0      0      0      0      6 1

How many tenured  
teachers relieved  
of duty due to:

Unsatisfactory  
performance

0      0      0      0      0      0      0      0      0

Cutbacks in ser-  
vices, enrollment

0      0      0      0      0      0      0      0      0

Will there be cutbacks  
in 1976-77 in the  
following areas:

Nurses	NO	NO	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	NO	NO	NO	NO	NO	NO	NO	1/2
Guid. Counselors	NO	NO	NO	-	NO	NO	NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	NO	NO	NO	NO
Psychologists	NO	NO	NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	NO	NO	NO	NO	NO	NO	NO	NO	NO
Kindergarten	NO	1/2	NO	NO	NO	NO	NO	NO	1 1
Music	NO	NO	NO	-	NO	NO	NO	NO	NO
Art	NO	NO	NO	-	NO	NO	NO	NO	NO
Administrators	NO	NO	NO	2	NO	NO	NO	NO	NO
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO

What buildings or other  
facilities does your  
dist. plan to close  
down prior to start of  
1976-77 school term?

NONE      NONE      Lemon  
Elem.      NONE      NONE      10 teachers  
temp. assnd  
as mat. lv  
replacements      NONE      NONE      NONE

SOUTH ELEMENTARY  
DISTRICT

150 151 152 152½ 153 154 154½ 155 156 157

Has your dist. notified  
any tenured or non-ten  
teachers that they  
will not be employed  
for 1976-77?

NO NO NO YES YES NO YES YES YES YES

How many non-tenured  
teachers relieved of  
duty due to:

Unsatisfactory  
performance

0 0 0 0 0 0 0 0 0 0

Cutbacks in ser-  
vices, enrollment

0 0 0 5 1 0 4 2 1/2 1 pt  
6 ft

How many tenured teachers  
relieved of duty due to:

Unsatisfactory  
performance

0 0 0 0 0 0 0 0 0 0

Cutbacks in services  
enrollment declines

0 0 0 0 1 0 0 0 0 3

Will there be cutbacks  
in 1976-77 in the  
following areas:

	YES	NO	NO	NO	NO	NO	NO	NO	NO
Nurses	0	NO	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	0	NO	NO	NO	NO	NO	NO	NO	NO
Guid. Counselors	0	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	0	NO	NO	NO	NO	NO	NO	NO	NO
Psychologists	0	NO	NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	0	NO	NO	NO	NO	NO	NO	NO	25 ft
Kindergarten	0	NO	NO	NO	NO	NO	NO	NO	NO
Music	0	NO	NO	NO	1	NO	NO	NO	NO
Art	0	NO	NO	NO	NO	NO	NO	NO	1/2 ft
Administrators	0	NO	NO	NO	NO	NO	NO	NO	NO
Other	0	NO	NO	NO	NO	NO	NO	NO	NO

What buildings or other  
facilities does your  
dist. plan to close  
down prior to start of  
1976-66 school term?

NONE

NONE

NONE

NONE

NONE

NONE

NONE

NONE

SOUTH ELEMENTARY  
DISTRICT

	158	159	160	161	162	163	167	168	169	170
--	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Has your dist. notified  
any tenured or non-ten  
teachers that they  
will not be employed  
for 1976-77?

	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES
--	----	----	----	----	----	-----	-----	-----	-----	-----

How many non-tenured  
teachers relieved of  
duty due to:

Unsatisfactory  
performance

	0	0	0	0	0	3	0	1	0	0
--	---	---	---	---	---	---	---	---	---	---

Cutbacks in ser-  
vices, enrollment

	0	0	0	0	0	30	6	1	0	22
--	---	---	---	---	---	----	---	---	---	----

How many tenured teachers  
relieved of duty due to:

Unsatisfactory  
performance

	0	0	0	0	0	0	0	0	0	0
--	---	---	---	---	---	---	---	---	---	---

Cutbacks in services  
enrollment declines

	0	0	0	0	0	0	0	0	0	0
--	---	---	---	---	---	---	---	---	---	---

Will there be cutbacks  
in 1976-77 in the  
following areas:

Nurses	NO	NO	NO	1	NO	NO	NO	NO	NO	1
P.E. Teachers	NO	NO	NO	NO	NO	1/2	NO	NO	NO	1
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	1/2	NO	NO	NO	NO
Psychologists	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Kindergarten	NO	NO	NO	1	1/2	NO	NO	1	NO	1
Music	NO	NO	NO	NO	NO	NO	NO	NO	NO	1
Art	NO	NO	NO	NO	NO	NO	1/2	NO	NO	1
Administrators	NO	NO	NO	1	NO	1/2	NO	NO	NO	NO
Other	NO	NO	NO	1/4	NO	NO	NO	NO	NO	NO

What buildings or other  
facilities does your  
dist. plan to close  
down prior to start of  
1976-66 school term?

NONE	NONE	NONE	NONE	NONE	NONE	Wildwood	NONE	NONE	NONE	NONE
------	------	------	------	------	------	----------	------	------	------	------

DISTRICT	171	172	194	SOUTH AREA HIGH SCHOOL DISTRICTS	205	206	215	227	228	233
Has your dist. notified any tenured or non-ten teachers that they will not be employed for 1976-77?	NO	NO	YES		YES	NO	NO	YES	YES	YES
How many non-tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0		0	0	0	0	0	0
Cutbacks in services, enrollment	0	0	FTE 4.3		18	0	0	20	7	3
How many tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0		0	0	0	0	0	0
Cutbacks in services enrollment declines	0	0	0		0	0	0	0	0	1
Will there be cutbacks in 1976-77 in the following areas:										
Nurses	NO	NO	NO		NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	NO	NO		NO	NO	NO	2	NO	NO
Guid. Counselors	NO	NO	NO		NO	NO	NO	3	NO	.4
Social Workers	NO	NO	NO		NO	NO	NO	pt	NO	NO
Psychologists	NO	NO	NO		NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	NO	NO	NO		NO	NO	NO	2	NO	NO
Kindergarten	NO	NO	NO		NO	NO	NO	NO	N/A	NO
Music	NO	NO	NO		NO	NO	NO	NO	NO	NO
Art	NO	NO	NO		NO	NO	NO	NO	NO	NO
Administrators	NO	NO	NO		1	2	NO	2	NO	1.0
Other	NO	NO	NO		NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-66 school term?	NONE	NONE	NONE		NONE	NONE	NONE	NONE	NONE	NONE

COMMUNITY	Staff reduction of NON-TENURED teachers due to cutbacks		Staff reduction of TENURED teachers due to cutbacks	
	Full-Time	Part-Time	Full-Time	Part-Time
Alsip 3 districts	24		3	
Arlington Heights 4 districts	161		0	
Berwyn 3 districts	13	.4	0	
Blue Island 3 districts	14		3	
Brookfield 3 districts	3		0	
Calumet City 5 districts	38	2	5	
Chicago Heights 4 districts	23		0	
Country Club Hills 3 districts	7		0	
Des Plaines 4 districts	103		8	.3
Elk Grove 3 districts	59		0	
Franklin Park 4 districts	13	.9	0	
Glenview 5 districts	66	.5	7	.5
Harvey 4 districts	18		0	
LaGrange 6 districts	21		0	
Lansing 3 districts	0		0	
Markham 3 districts	0		0	
Melrose Park 2 districts	0		0	
Morton Grove 5 districts	46	3	21	.5
Mount Prospect 5 districts	141		3	
Niles 3 districts	74		5	.5
Northbrook 3 districts	0		0	
Oak Forest 5 districts	11		0	
Oak Lawn 6 districts	47		4	
Park Forest 4 districts	54	.3	0	
Skokie 7 districts	136	9	8	1
South Holland 3 districts	24	.5	0	
Worth 3 districts	31		3	

# APPENDIX A

## EDUCATIONAL SERVICE REGION OF COOK COUNTY SURVEY OF STAFF AND PROGRAM CUT-BACKS

1. Has your district notified any tenured or non-tenured teachers that they will not be employed for the school term 1976-77? . . . . . Yes ☐ No ☐
  - a. If yes, how many non-tenured teachers in your district were notified that they would not be re-hired due to:
    - Unsatisfactory performance . . . . . \_\_\_\_\_
    - Honorably discharged due to cut-backs in services, declining enrollments, etc. . . . . \_\_\_\_\_
  - b. If yes, how many tenured teachers in your district were notified that they were to be relieved of duty due to:
    - Unsatisfactory performance . . . . . \_\_\_\_\_
    - Honorably discharged due to cut-backs in services, declining enrollments, etc. . . . . \_\_\_\_\_

2. Please indicate if there will be cutbacks in services for the 1976-77 school term in the following areas:

	Yes No		No. of Position Reductions
Nurses. . . . .	_____	_____	_____
Physical Education Teachers . . . . .	_____	_____	_____
Guidance Counselors . . . . .	_____	_____	_____
Social Workers . . . . .	_____	_____	_____
Psychologists . . . . .	_____	_____	_____
Home Economics & Industrial Arts Teachers . . . . .	_____	_____	_____
Kindergarten Teachers . . . . .	_____	_____	_____
Music Teachers. . . . .	_____	_____	_____
Art Teachers. . . . .	_____	_____	_____
Administrators. . . . .	_____	_____	_____

3. Please list, if any, what buildings or other facilities your district plans to close down prior to the start of the 1976-77 school term.

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District Superintendent \_\_\_\_\_ Dist. No. \_\_\_\_\_

Date \_\_\_\_\_



APPENDIX B

ILLINOIS SCHOOL CODE. Chapter 122, Schools. Article 10- 22.4. Dismissal of teachers. To dismiss a teacher for incompetency, cruelty, negligence, immorality or other sufficient cause and to dismiss any teacher, whenever, in its opinion, he is not qualified to teach, or whenever, in its opinion, the interests of the schools require it, subject, however, to the provisions of Sections 24-10 to 24-15 inclusive. Marriage is not a cause of removal.

Chapter 122. Article 24-10 to 24-15 dealing with tenured teachers:

"If the removal or dismissal results from the decision of the board to decrease the number of teachers employed by the board or to discontinue some particular type of teaching service, written notice shall be given the teacher by registered mail at least 60 days before the end of the school terms, together with a statement of honorable dismissal and the reason therefor, and in all such cases the board shall first remove or dismiss all teachers who have not entered upon contractual continued service and who is legally qualified to hold a position currently held by a teacher who has not entered upon contractual continued service. If the board within 1 calendar year thereafter increases the number of teachers or reinstates the position so discontinued, the positions thereby becoming available shall be tendered to the teachers so removed or dismissed so far as they are legally qualified to hold such positions.

4000-31 (7/76)

MAP OF COOK COUNTY  
TOTAL NUMBER OF TEACHERS DISMISSED -  
BY TOWNSHIP

